

APPRENTICESHIP ON PRINCE EDWARD ISLAND

**P A S T
P R E S E N T
F U T U R E**

DEPT. of INDUSTRY

SEPTEMBER 30

1988







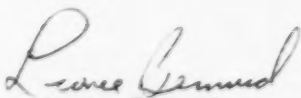
GREETINGS
from the
MINISTER OF INDUSTRY

This year is the 25th Anniversary of the government sponsored apprenticeship training program on Prince Edward Island. In commemoration of this anniversary, I am pleased to provide you with this booklet which briefly outlines apprenticeship past, present and future.

The program has been very successful with more than 3,000 people being certified in the various trades in the province. Both employers and tradespersons have indicated that the program has been extremely valuable in providing the skills necessary for the labour market.

On behalf of the Government of Prince Edward Island, I wish to express my sincere appreciation to all who have contributed to the success of the program. I want to assure employers, tradespersons, and apprentices that government will continue to work with industry to ensure that the program meets your future needs.

Should you have any questions or require additional information concerning apprenticeship, please contact my staff.


Leonce Bernard



INTRODUCTION

Apprenticeship, as a formal training program, has been providing a service to Prince Edward Island tradespersons and their employers for the past 25 years. A 25th Anniversary seems like an appropriate time to reflect on past accomplishments, to determine the status of the program today and to look at what the future might bring. With this in mind, the Apprenticeship Section of the Prince Edward Island Department of Industry has prepared this Booklet.

The booklet provides some historical information as well as dates of significant events and the people behind them. It also provides information on apprenticeship training for those not familiar with the program, as well as a glimpse into the future.

SECTION A gives a brief history of apprenticeship in general and outlines Prince Edward Island's entry into the program.

SECTION B discusses the training of apprentices and lists the designated trades along with the apprentices and tradespersons involved in the early years.

SECTION C presents information on the people who provided the administrative and technical support over the years.

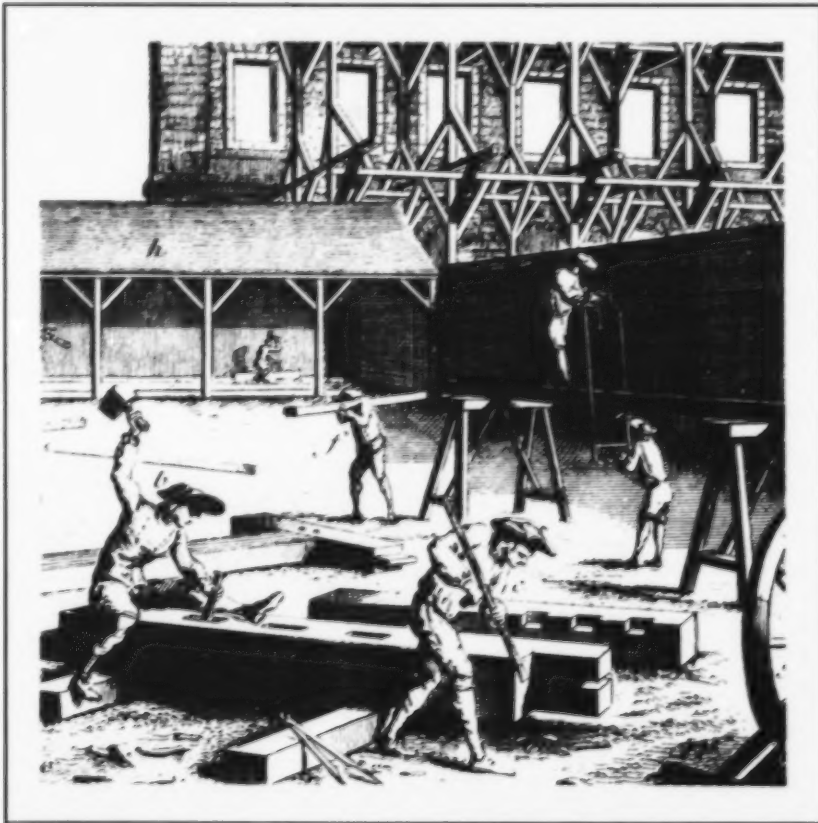
SECTION D outlines the present status of the program and gives the reader a glimpse of future possibilities.



A. PROGRAM HISTORY

DEFINITION

Apprenticeship is a training system under which a person acquires the necessary knowledge and skills to earn a living working at a trade or occupation. It is one of the oldest systems of formal training known and has remained one of the most practical and successful ways ever devised to pass skills from one generation to another.



You may have heard the expression *"I served my apprenticeship in the shipyard"* or *"I served my apprenticeship under Uncle John"*. This *"apprenticeship"* refers to the period of time a person works at a trade or occupation before becoming a qualified tradesperson (Journeyman). The person serving this period of time is called an *"apprentice"*.

APPRENTICESHIP IN EUROPE

From ancient Greece and Rome to Medieval Europe, and to the present, developments in the arts, crafts, and sciences have depended on the work of apprentices. In many ways, the advancement of civilization has paralleled the advancement of apprenticeship training; some of the greatest names in history owe their fame and fortune to the training they received during their apprenticeship.

Throughout its history, apprenticeship has passed through a number of stages or systems - the best known being the "*Guild System*" which was popular in Britain and Continental Europe during the 11th and 12th centuries. Under the guild system, standards of workmanship were featured and considerable prestige was shared with those fortunate enough to "*enter into service*". Usually an apprentice received no wages and parents often paid the craftsman a premium in order to have their son accepted as an apprentice.

The apprenticeship training period varied according to the amount of skill required for the trade. In England, for example, the periods varied from two to fifteen years. In 1563 a state law made the apprenticeship term seven years for all apprentices. In Continental Europe, a youth worked from two to six years in the masters workshop, and then spent three to five more years journeying to other towns obtaining additional experience - hence the term, "*Journeyman*".

APPRENTICESHIP IN CANADA

Apprenticeship in Canada, prior to 1928, was a somewhat haphazard activity. The exceptions were in the larger shops such as Canadian Pacific and Canadian National Railways. In general, government interest and involvement was very minor. The majority of employers followed a hit-and-miss plan of training, and whatever legislation was in existence was usually of questionable content and did little to foster apprenticeship.

A major step was taken in 1937 when the National Employment Commission recommended the establishment of a Branch within the Federal Department of Labour to promote apprenticeship throughout Canada. In 1945 The Federal Minister of Labour, on behalf of the Federal Government, entered into apprenticeship training agreements with the provinces (except for P.E.I.) and, for the first time, made grants available for the in-school training of apprentices.

INTRODUCTION OF APPRENTICESHIP TO PRINCE EDWARD ISLAND

Prince Edward Island was the last Canadian Province to adopt a formal government sponsored apprenticeship training system, and did not sign a Federal/Provincial

Apprenticeship Agreement until July 4, 1961. Although informal apprenticeship training had been taking place for many years, it was not until April 23, 1963 that the Provincial Government enacted the "Apprenticeship and Tradesmen's Qualification Act". A formal training program for apprentices was a reality.

Although the program did not officially get underway until 1963, government made several earlier moves to set the wheels in motion. For example:

- on March 17, 1944 the "Apprenticeship Act" was passed in the legislature, and on November 5, 1945 it was proclaimed but never acted upon.
- on April 25, 1947 the trade of "Blacksmith" was added to the group of trades listed in the 1944 Act.
- on March 23, 1949 the trade of "Garage Mechanic" was added, and,
- in 1951 the Act was rewritten, but few changes were made.

Perhaps the incident that changed government's thinking on the importance of an apprenticeship training program occurred in July of 1961, when the Prince Edward Island Women's Institute, at their Annual Provincial Convention, passed the following resolution:



Pictured above: Center, Mrs. P. Matheson, President P.E.I. Women's Institute 1960 - 1961; Left, Mrs. L. Dewar, President 1962 - 1963; Right, Mrs. R. L. Burge, Secretary 1962 - 1963.

Be it resolved that this (1961) Annual Convention request the Provincial Government to:

- a) Proclaim the Apprenticeship Act of 1951.
- b) Appoint a provincial apprenticeship committee and a Director of Apprenticeship.
- c) Draw up the required regulations.
- d) Institute a suitable apprenticeship training program for the province.

Be it also resolved that a copy of this resolution be forwarded to the Premier, the Minister of Education, and the Minister of Labour.

The 1961 Convention cited, as support for the resolution, that a large number of young men had completed their first year of trades training at the Provincial Vocational School during the past sixteen years but that there was no apprenticeship training program whereby they could qualify for and receive a journeyman's certificate.

Other factors that may have influenced government were: a) the success of the apprenticeship programs in other Provinces, b) the national flavour that was emerging as the Red Seal Program began, and c) Federal/Provincial training agreements were being signed.

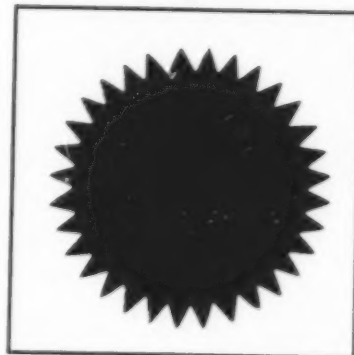
The Province named its first Director of Apprenticeship in 1962. Work began on establishing a training program, hiring staff and re-writing the 1951 Apprenticeship Act.

A new Act renamed "*The Apprenticeship and Tradesmen's Qualification Act*" was passed on April 23, 1963. The Prince Edward Island Apprenticeship Training Program was operational. A point worthy of note was that regulations under the Act were not written until 1971. One can only speculate that the Act was sufficiently broad and that the powers given to the Apprenticeship Advisory Board and the Director of Apprenticeship were adequate to carry out the program.

A very significant factor in the development of the Prince Edward Island Apprenticeship System was the Interprovincial Standards "*Red Seal*" Program. This program provided a national level of certification for tradespersons based on a universally accepted occupational analysis and examination for each designated trade. Prince Edward Island used these standards and material from other Provinces to assist in the development of its own provincial training and certification program.

The "*Red Seal*" gives those tradespersons who have had the proper training and pass the Interprovincial Examination the right to work in any Province or Territory of Canada without further examination. Many of the apprentices referred to in the following pages have Red Seal status acquired through the apprenticeship system.

The Interprovincial Standards Program



A passport
to jobs in
your trade

B. PROGRAM DELIVERY

METHODS OF TRAINING

Apprenticeship is a training system that is used to pass on skills and knowledge to new workers entering a trade or occupation.

In the early years of apprenticeship, a master craftsman was responsible for all aspects of the training of his apprentice. Quite often apprentices began their indenture at an early age, and the master also had to teach reading, writing, and math skills. However, the modern day apprenticeship system requires the apprentice to have a minimum level of these skills before enrolling in the program. As well, many apprentices will have taken a basic skills training course in the trade prior to employment.

Once enrolled in an apprenticeship training program, apprentices receive training from two sources - the on-the-job supervisor and in-school instructor. Apprentices will be required to spend a sufficient period of time on the job site mastering the skills of the trade and, as well, they will be required to return to school each year for a period of technical training (4 to 6 weeks). This is a shift from the early years when the master craftsman was responsible for all of the apprentice's training.



Pictured on the right is Kevin Power, Motor Vehicle Instructor at the Technology Centre, Holland College explaining the Electronic Fuel Injection System to two Motor Vehicle Repair apprentices.

CERTIFICATION

Apprenticeship periods vary in length for each trade, and have different combinations of on-the-job and in-school training but, upon completion of this period of time, the apprentice is ready to be certified as a journeyman. In order to claim journeyman status, an apprentice must complete all the required components of the in-school courses, be performing satisfactorily on the job and pass a final qualifying examination.



Pictured above is the Honourable Leonce Bernard presenting Certificates of Apprenticeship to three Apprentices completing their training.

Apprentices who satisfy all three of the above requirements will be issued a Completion of Apprenticeship Certificate and a Certificate of Qualification for the Province of Prince Edward Island. Apprentices in Interprovincial (Red Seal) trades will have a red seal affixed to their certificates, and will be recognized as a qualified tradesperson (Journeyman) in all Provinces and Territories of Canada.

APPRENTICEABLE TRADES

The Province of Prince Edward Island has designated thirty four trades as being suitable for training and certification. Twenty four of these trades are also approved Red Seal trades. The following pages list the designated trades and provide some interesting information on each.

TRADE	DATE DESIGNATED	FIRST COMPLETED APPRENTICE	FIRST CERTIFIED JOURNEY MAN	FIRST RED SEAL ISSUED	TOTAL CERTIFICATES ISSUED
Bricklayer	Nov 5/45	Garry McCarron October 20/72	Cody Banks March 14/63	Victor Watts May 17/71	48
Cabinet Maker	Sept 30/78	Kevin Green March 29/85	William Hughes Dec 7/78	Not Available	13
Carpenter	Nov 5/45	Vernon Pineau June 17/63	M.L. MacDonald March 14/63	Vernon Pineau April 1/65	543
Cook	July 5/73	Cathy Leclair Cormier Aug 12/80	Bertram Kelly April 6/73	George Gillcash June 9/76	107
Drafting	March 1/63	Certification Only	Eric Mayhew March 14/63	Not Available	4
Electrician (Construction)	Nov 5/45	Carl P. Murphy Mar 14/63	Arthur Rodd May 11/67	Carl P. Murphy May 15/67	310
Electrician (Industrial)	Sept 24/80	NIL	Shamsher Jammu June 1/76	NIL	7
Farm Equipment Mechanic	Mar 15/73	Blois Beer Nov 25/75	Anthony Gallant June 8/73	Not Available	32
Heavy Duty Equip/Mechanic	April 23/63	Robert Jenkins Oct 6/69	Harold Garnhum April 1/64	Roger Gillis July 10/72	91
Industrial Instrument Mechanic	Sept 2/80	Phillip Chislett June 30/80	Phillip Chislett June 30/80	Phillip Chislett June 30/80	1
Millwright	Sept 24/80	Certification Only	William J. Corrigan Sept 27/74	Peter Lane May 18/84	14
Lineman	Oct 14/76	Joseph Duval June 1/79	Kenneth Haywood May 10/78	Joseph Duval June 1/79	70
Machinist	Oct 14/76	John Potter Sept 19/79	Dennis Spidel May 4/77	John Tolley June 28/79	22
Motor Vehicle Mechanic	1949	Joseph Donovan Oct 13/65	Floyd B. Buell March 14/63	R. Wendell Silliphant April 8/63	690
Motor Cycle Mechanic	Oct 1/79	Certification Only	John MacAusland Nov 8/79	Not Available	20

TRADE	DATE DESIGNATED	FIRST COMPLETED APPRENTICE	FIRST CERTIFIED JOURNEY MAN	FIRST RED SEAL ISSUED	TOTAL CERTIFICATES ISSUED
Motor Vehicle Body Repairer	April 23/63	Joseph A. Henneberry Nov 27/67	Ira Ward Aug 5/63	Lorne Wilkins July 11/66	134
Motor Vehicle (Elect & Fuel)	Feb 22/75	Paul F. Gallant April 13/81	Frederick Keefe April 17/67	Not Available	12
Motor Vehicle (Transmission)	Oct 2/80	Certification Only	David Corrigan Nov 3/80	Not Available	2
Truck & Transport	Oct 25/79	Ronald Sobey Oct 23/84	Chris Vriends April 25/78	William Arsenault Dec 31/87	42
Oil Burner	Feb 24/70	Ouyen Chanh Au May 19/84	Robert Cousins July 21/70	Robert Cousins Oct 20/78	97
Painter & Decorator	Sept 24/80	Certification Only	Frank E. Shanahan Nov 12/80	Melvin Burns June 22/82	5
Electronic Service (Consumer Products)	Sept 24/80	Certification Only	Donald Gallant Nov 3/80	NIL	3
Refrigeration & Air Conditioning	Nov 15/70	Terrance Waite Nov 6/78	Sterling Barrett Jan 26/71	George Sullivan Feb 19/75	30
Plumber	Nov 5/45	E. Irwin Drummond March 11/67	Matthew Lee March 14/63	E. Irwin Drummond March 11/67	272
Secretary	May 6/72	Certification Only	Linda Ramsay June 10/83	Not Available	36
Service Station Mechanic	Nov 15/70	Lorne Owen April 25/75	Gary Ellis April 30/71	Not Available	490
Small Equipment Mechanic	Sept 24/80	Certification Only	E.H. Tim Arsenault Nov 3/80	Not Available	2
Sheet Metal	March 1/63	William F Bowerbank July 17/67	Alton Dolliver March 14/63	William F. Bowerbank July 17/67	36
Steamfitter/ Pipefitter	Sept 24/80	Certification Only	John V. MacDonald Sept 19/79	David Curley June 30/81	40
Welder	March 1/63	Alan C. Moore Nov 10/82	Milton Poole March 14/63	Clayton Tierney 83 Dec 18/81	
Boilermaker	Sept 24/80	NIL	NIL	NIL	0
Sprinkler System Installer	Sept 24/80	NIL	NIL	NIL	0



Former Minister of Labour, Honourable George McMahon, presenting Certificates of Qualification to three Secretaries who successfully passed the qualifying examination.

FIRSTS

FIRST COMPLETED APPRENTICE

VERNON PINEAU was the first apprentice to enroll in and complete an apprenticeship training program. He registered in the Carpentry program on June 17, 1963 and completed on April 1, 1965. His employer for this period was Chandler Bros. Limited of Charlottetown.

Vernon Pineau



FIRST "RED SEAL" RECIPIENT

R. WENDELL SILLIPHANT was the first recipient of a Red Seal emblematic of Interprovincial Journeyman standing in a trade. Wendell received his Red Seal in the Motor Vehicle Mechanic trade on April 8, 1963.

FIRST CERTIFICATE OF QUALIFICATION RECIPIENT

FLOYD B. BUELL, Motor Vehicle Mechanic, was the first recipient of a Certificate of Qualification issued by the Province of Prince Edward Island. Floyd received his certificate with fifteen other tradespersons on March 14, 1963. Certificates were issued in the following trades on that date: Bricklayer, Carpenter, Drafting, Electrician, Motor Vehicle Mechanic, Plumber, Sheet Metal and Welder.

INSTRUCTION OF APPRENTICES

Apprentices receive instructions in all areas of the trade from their supervisors, job foremen, and other journeymen on the job site as well as from the trade school instructor during their in school training period. It is not possible in this short booklet to list all who provided instruction to apprentices. However a list, by trade, of school instructors is provided. (No names are listed for trades in which training is provided outside the province.)

APPRENTICESHIP INSTRUCTORS BLOCK RELEASE TRAINING

BRICKLAYER

Cody Banks
Sidney Frost

CARPENTER

Earl Carmody
Elmer Gallant
Lester Linkletter
Elmer MacDougall
Wilfred Trainor
Lonnie Webster

COOK

David Bradshaw
Richard Chaisson
Peter Doiron
Bert Kelly
Graham Taylor

ELECTRICIAN

Ed MacLaren
Ed Van Buskirk

FARM EQUIPMENT

Fred Anderson
George Stordy
Donald Turner

MACHINIST

Bill Frederikson

MOTOR VEHICLE BODY

Bob Coffin
Robert Enman
Henry Hughes

MOTOR VEHICLE MECHANIC

Harvey Doucette
Joe Dowling
Harold Garnhum
Harvey Hyde
Kevin Power
Clifton Stewart
Ray Sudsbury
Chris Vriends

OIL BURNER

Robert Cousins
Rod Arsenault

REFRIGERATION

Rod Arsenault
Sterling Barrett

PLUMBER

Edwin C. Cook
Matthew Lee
Donald O'Connell
Barry Webster
Dennis Webster

SHEET METAL

Alton Dolliver
Gary Jones

WELDER

Kenneth Hynes
Wayne Paquet
Blaine Taylor
Newman White

PRESENT STATUS OF EARLY APPRENTICES

Most apprentices, when they register in the program, intend to complete their training and work in the trade as a journeyman. Many do just that. Others drop out early in their training, and some complete the training period only to move into related or unrelated work shortly after.

Many of the job foremen, supervisors, and business owners in the trades today completed an apprenticeship in the sixties and early seventies. Listed below are the names of six early apprentices, the type of work they are presently engaged in, and their views on the conditions today.

VERNON PINEAU, the first completed apprentice (Carpenter 1965), worked as a journeyman and then established a Woodworking and Cabinet Maker Shop with a partner. Vernon is now supervisor of the workshop.

ELMER MACDOUGALL (Carpenter 1971) worked as a journeyman, job foreman, Vocational School Instructor, and owned his own construction business. He presently works part time at his own business and part of the year teaches the Carpenter and Cabinet Maker apprentices during their in-school training period.

Both Vernon and Elmer have seen considerable change in the types of materials and methods used in construction since their apprenticeship days. Many changes were brought about by requirements for super insulated homes and office buildings. "*The R-2000 concept will become the norm for future house construction*" stated Elmer.

ALFRED DALZIEL (Electrician 1971) worked as a journeyman, job foreman, and has owned his own electrical business. Alfred was a member of the Provincial Apprenticeship Advisory Board and is presently a member of the Electrical Trade Advisory Committee. The greatest change in the electrical trade since his apprenticeship days has been the introduction of Electronic Control Systems. Alfred is calling for greater support from both employers and government for the Apprenticeship Program if it is to continue as a viable training option.

CLARENCE CORMIER (Motor Vehicle Mechanic 1970) worked as a journeyman and shop foreman. He is presently the Service Manager of a large motor vehicle repair shop. Clarence is a member of the Motor Vehicle Trade Advisory Committee.

ROBERT GAVIN (Motor Vehicle Body Repairer 1971) worked as a journeyman and shop foreman. He is presently the owner/manager of an established auto body repair shop. Robert is a member of the Auto Body Repair Trade Advisory Committee.

Both Clarence and Robert have witnessed dramatic change in the automotive repair industry in the past few years. Most significant have been: Electronic and computer control systems, uni-body construction, and the use of plastics and high tensile steel. The "grease monkey" image has given way to the highly skilled automotive technician. Both former apprentices stressed the need for an up-to-date apprenticeship program and an enrollment of dedicated apprentices who have good work ethics, and want, to become professionals in their occupation.

FRASER MACDOUGALL (Plumber 1970) worked as a journeyman and job foreman. He is presently a Project Manager for a large Mechanical Contractor. Fraser is a member of the Plumbing Trade Advisory Committee. Since his apprenticeship days Fraser has encountered many new materials and techniques that have changed the way a job is done and the time required to do it. He advises those wishing to enter the Plumbing and Pipefitter trades that *"there are lots of opportunities if you are eager to learn and willing to work"*.

C. PROGRAM ADMINISTRATION

The following section lists the many industry experts and Apprenticeship Branch Staff who have helped create the opportunities for apprentices to move through the system and become foremen, supervisors and business owners.

APPRENTICESHIP ADVISORY BOARD

The initial "Provincial Apprenticeship Advisory Board" was appointed by his Honour the Lieutenant Governor in Council on May 21, 1963 under the provisions of Section 6 of the 1963 Apprenticeship and Tradesmen's Qualification Act.

MEMBERS OF THE FIRST BOARD

Mr. Charles R. McQuaid, Charlottetown	Chairman
Miss. Bertha Pope, Summerside	Representing Employers
Mr. Arthur Myers, Charlottetown	Representing Employers
Mr. W. J. Watson, Summerside	Representing Employers
Mr. Jack W. Brown, Charlottetown	Representing Employees
Mr. Chesley Lockhart, Charlottetown	Representing Employees
Mr. Stacey Bryanton, Summerside	Representing Employees
Mr. Malcolm L. MacDonald	Representing Department of Labour
Mr. Joe H. McLellan	Representing Department of Education

Prior to the appointment of the above Board, a Provincial Apprenticeship Advisory Committee had been established. Members were appointed on August 13, 1962.

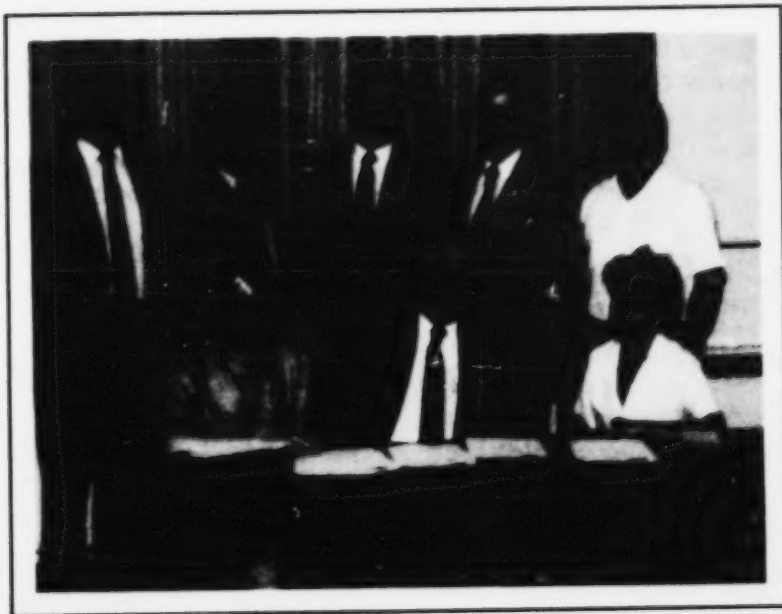
MEMBERS OF THE COMMITTEE

Mr. Arthur Myers, Charlottetown	Representing Employers
Mr. Robert Machon, Montague	Representing Employers
Mrs. Eileen Woodruff, Charlottetown	Representing Employers
Mr. William Long, West Royalty	Representing Employees
Mr. W. J. Watson, Summerside	Representing Employees
Mr. Charles R. McQuaid, Charlottetown	Representing Professional Services
Mr. Malcolm L. MacDonald	Representing the Departments of Welfare and Labour
Mr. W.S. McMurtry	Representing the Departments of Education and Labour

The change from a committee to a board was made to strengthen the role and influence of the private sector in the apprenticeship training program. The Board still functions today with responsibility for designating trades for apprenticeship training and for establishing the conditions under which training is to take place. It also advises the Minister responsible on matters that relate to the training and certification of tradespersons.

MEMBERS OF THE PRESENT BOARD

Carl Pickering, East Royalty	Chairman
Alma Birt, Charlottetown	Representing Employers
Francis Reid, Sherwood	Representing Employers
Joan Waite, Summerside	Representing Employers
Lou Bradley, South Melville	Representing Employees
John Dalziel, Horne Cross Road	Representing Employees
Al MacNeil, Belmont	Representing Employees
Larry Coffin, Sherwood	Holland College
Mike Chapman, Bellview Cove	Holland College
Lou Dalton, Sherwood	Department of Industry
Dennis Webster, Sherwood	Department of Industry



Pictured above are the members of the present Provincial Apprenticeship Advisory Board. Standing from left to right are: Al MacNeill, Lou Dalton, Lou Bradley, John Dalziel and Francis Reid. Seated from left to right are: Alma Birt, Carl Pickering - Chairman of the Board, and Joan Waite. Missing from the photo: Larry Coffin, Mike Chapman and Dennis Webster.

THE FOLLOWING HAVE SERVED AS BOARD CHAIRMEN



Charles R. McQuaid

May 21, 1963 to September 28, 1966



Leslie Gillespie

September 28, 1966 to January 16, 1975



Howard Murchison

January 16, 1975 to July 17, 1980



Carl Pickering

July 17, 1980 to Present

OTHERS WHO SERVED ON THE BOARD

Oral Allen	Rod Arsenault
Athol Auld	Elaine Ballem
James Cameron	Cecil Campbell
William Chapman	Bruce Clarke
Bernard Clinton	Alfred Dalziel
Phillip Flemming	Cyril F. Gallant
Sheldon Harris	William Heffell
June Higgins	Henry Hughes
Anthony Kelly	Larry Kelly
Clayton Lavoie	David Lecky
Ian Low	Cameron MacDonald
M. A. MacKinnon	Arnold MacLeod
Wayne MacLeod	Norman MacLeod
Alan MacRae	Glen Marsh
Frank Matheson	Robert Murray
Merrill Pursey	Marvin Stewart
Wilfred Trainor	Marvin Webster
Ray White	

The Apprenticeship Advisory Board draws its membership from a cross section of industry and concerns itself with policy matters and issues of a general nature. The more detailed work involving the individual trades is carried out by Trade Advisory Committees appointed by the Board. These Committees work with Apprenticeship Branch Staff in the development and updating of training programs and examinations for apprentices and tradespersons. Committee members are all qualified and respected individuals in the trades.

THE FOLLOWING HAVE SERVED ON COMMITTEES OVER THE YEARS

BRICKLAYER	CARPENTER
Cody Banks	Willard Burrows
William Chapman	George Campbell
Sidney Frost	Earl Carmody
Reginald MacDonald	Allison Coles
Allison Myers	Alvin Coles
Joseph Rooney	Albert Foster
William Sherren	Linus Gillis
Victor Watts	Wayne Parnhum
Danny West	Merrill Pursey
	Reginald Ross
	Chad Stretch
	Winston Thompson
	Allan J. Warren

COOK

Hans Anderegg
 Peter Doiron
 Liam Dolan
 Peter McCrady
 Carolyn Mill

LINEMAN

Donald Baker
 Jack Boomhower
 Robert Gallant
 Kenneth Haywood
 Kent Montgomery

MOTOR VEHICLE MECHANIC

Clarence Cormier
 Ralph Cruwys
 Charles Easter
 George Kitson
 Gerald Laughlan
 Herb MacDougall
 Bruce MacMillan
 Reg Nicholson
 Clifton Stewart
 Charles Tanton
 John Yeo
 Lyle Younker

SECRETARY

Mary Carter
 Sharon Elderkin
 Beth MacDonald
 Bernadette Murphy
 Linda Ramsay
 Davida Stewart

ELECTRICIAN

Jack Carr
 Alfred Dalziel
 James Gorman
 Walter MacLeod
 William MacPhee
 Ronald Penny
 Edward Power
 Blair Shea

MOTOR VEHICLE BODY REPAIR

Vernon Chowan
 Bill Dalziel
 Robert Enman
 Robert Gavin
 Sterling Johnston
 Robert Maynard
 Thomas Smith
 Kevin Wheeler

PLUMBER

Irwin Drummond
 Stewart Jenkins
 Fraser MacDougall
 Alan MacEwen
 Clarence Moase
 Cyril Perry
 Wilfred Smith
 Brian Trainor

SHEET METAL

William Bowerbank
 Frank MacIntyre
 John Peters
 Carl Peterson
 George Sampson
 Paul Thibodeau

WELDER

Allan Acorn
Robert Linkletter
Ben Livingstone
Joe MacDonald
Wayne Paquet
Milton Poole
Emmett Roach

MINISTERS & DEPUTY MINISTERS

Over the years, the Apprenticeship Branch has been a part of the administrative structure of four different departments, under ten Ministers, and six Deputies, and has been housed in a number of locations in the Charlottetown area.

The Branch began operations in the Department of Welfare and Labour with the Hon. Henry Wedge as Minister and Brig W. W. (Bill) Reid as Deputy Minister. It was located on the top floor of the old West Kent School.

In 1969 a separate Department of Labour was formed under the Hon. Elmer Blanchard, with Mr. Merrill McAlduff as Deputy Minister.

Another change was made in 1970 when the Department of Labour, Industry and Commerce was established and the Hon. Bruce Stewart was named Minister.

In 1974 this was changed back to the Department of Labour under the Hon. George Henderson. The Apprenticeship Branch remained in the Department of Labour until 1983 under a succession of Ministers. Following Mr. Henderson were Hon. George Proude, Hon. Pat Binns, Hon. Leo Rossiter, and the Hon. George McMahon.

Mr. L. W. (Ken) Brammer was named Deputy Minister of Labour in 1976.

The Departments of Labour and Fisheries were amalgamated in 1983 under the Hon. Roddie Pratt. Mr. Brammer served as Deputy Minister until his retirement in 1985. He was replaced by Mr. Harry O'Connell.

In 1985 the Apprenticeship Branch was transferred to the Department of Industry under the Hon. Wilbur MacDonald as Minister and Mr. Don Baker as Deputy. Mr. Garth Staples replaced Mr. Baker in 1986.

The Hon. Leonce Bernard was named Minister of Industry in 1986, and Mr. Mike Kelly was appointed as Deputy Minister. Both are presently serving in their respective positions.

BRANCH STAFF

Over the past 25 years, the staff of the Apprenticeship Branch has consisted of a Director/Manager, Apprenticeship Supervisor, Secretaries, Examination Officer, and Apprenticeship Training Officers.

MR. W. S. (BUD) MCMURTRY was named the first Director of Apprenticeship in 1962. Mr. McMurtry was, at that time, the Director of Vocational Education and served in both capacities. It was through his leadership and direction that the apprenticeship program finally was established. He had many contacts in Vocational and Apprenticeship training in other provinces which assisted greatly in revising the Apprenticeship Act and laying the ground work for the program.



W. S. McMurtry

In 1963 *MR. MALCOLM L. MACDONALD* was hired as Apprenticeship Supervisor. "Mac", as he was known by most, was charged with the job of making the apprenticeship program work on a day to day basis. Much credit must go to Mac for putting apprenticeship on a firm footing and giving it the stability it enjoys today. He established strong links with employers as well as employee and employer associations, and cultivated strong support from industry for the program. Mac retained his position of Apprenticeship Supervisor until 1968 when the position of Director of Apprenticeship was made full time and he was named Director, a position he held until his untimely death on December 9, 1976. The duties of Apprenticeship Supervisor were also written into the Directors' job description.



Malcolm L. MacDonald

MR. DENNIS WEBSTER, Examination Officer, was named Acting Director on December 9, 1976 and served until August 30, 1977. During this period a re-organization of department functions was carried out and the position of Director was renamed Manager. On August 30, 1977, *MR. FRANK MATHESON* was named Manager and served until October 6, 1978. On October 6, 1978 the present Manager, *MR. LOUIS DALTON*, was named to the position.

FOLLOWING IS A COMPLETE LIST OF BRANCH STAFF FROM 1962 TO PRESENT

Mr. W.S. (Bud) McMurtry	Director 1962 - 1968
Mr. M. L. (Mac) MacDonald	Apprenticeship Supervisor 1963 - 1968 Director 1968 - 1976
Mrs. Joyce Lamont	Secretary 1964 - Present
Mr. Alan MacRae	Training Officer 1966 - 1968 Examination Officer 1968 - 1971
Mr. Dennis Webster	Training Officer 1969 - 1971 Examination Officer 1971 - present
Mr. Alton Dolliver	Training Officer 1970 - 1986
Mr. Louis Dalton	Training Officer 1972 - 1978 Manager 1978 - Present
Mrs. Susan Affleck	Secretary 1974 - 1977
Mr. Hugh MacRae	Training Officer 1976 - Present
Mr. Harvey Hyde	Training Officer 1977 - Present
Mr. Pope Connick	Training Officer 1979 - Present

The Branch has been located in a number of facilities in the Charlottetown area. It was first established in the Old West Kent School on Kent Street and then relocated to the following locations.

New Government Complex (now Shaw Building)

Workers Compensation Building, Belvedere Avenue

D B & J Building, 159 Kent Street

Tweel Building, 141 Kent Street

Thomas Building, Riverside Drive

Sullivan Building, 5th Floor

Jones Building, 3rd Floor

Sullivan Building, 1st Floor, where it is presently located

D. PROGRAM STATUS

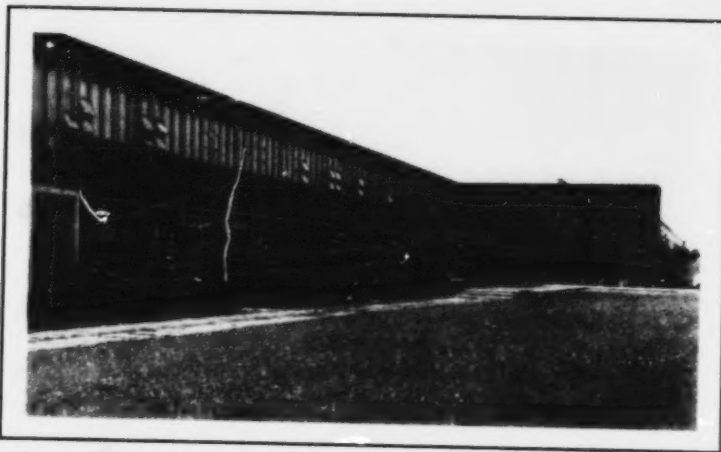
Staff, Board and Committee Members can expect to see considerable change in the apprenticeship program over the next twenty five years. The following section gives a short summary of apprenticeship today along with a brief look at the future direction of the program.

TRADES

Thirty four trades are presently designated for apprenticeship training and certification but all of these trades do not always have active apprentices. Presently, twenty have apprentices registered for training.

TRAINING

Apprentices receive their practical training on the job site under the supervision of a journeyman and their technical training at a Community College. Most apprentices in this Province receive their technical training at Holland College. However, in some of the low registry trades it is not feasible to set up a training program locally and training is provided by the Provinces of Nova Scotia and New Brunswick.



Pictured above is the former Provincial Vocational Institute (P.V.I.) in which most in-school training takes place. The school is now part of Holland College and is renamed "Royalty Centre".

Training for the first apprentices was provided at the Provincial Vocational Trade Training School on Grafton Street in Charlottetown. This School was built at the close of the Second World War to provide training for Prince Edward Island Veterans. When all Veterans had received the training that they required, the school was opened to Island young people. Many apprentices received their early training there and returned for advanced training under the apprenticeship program, which began in 1963.



Pictured above is the class of Veterans who graduated from the Provincial Vocational Trade Training School in 1947.

UPDATING OF PROGRAMS

The updating of training programs and examinations is an ongoing task and an especially important one today because of new advances in technology. Some trades require minor changes each year while others need major revisions. At present, the Branch is carrying out major revisions to the Cook and Motor Vehicle Mechanic programs, and minor updates of the Secretary, Heavy Equipment Mechanic, and Plumber programs.

The updating of existing programs and the development of new ones is not carried out in isolation, but in a coordinated effort with other provinces and territories. Information is shared on new technology and techniques in the trades, and training outlines and examinations are exchanged. Under the "Red Seal" program, provinces and territories work together to develop a common certification examination for each Interprovincial trade.

REVIEW OF APPRENTICESHIP

A major review of the apprenticeship system was carried out by a Ministerial Committee in 1975. From this review a number of changes were made to enhance the program. These changes included: procedures to recruit better candidates for apprenticeship, individualizing the in-school training component, obtaining greater input from industry, and the streamlining of the administrative process.

A second Study of Apprenticeship was carried out in 1987. This was a Joint Federal/Provincial Study and similar to studies carried out in all Provinces and Territories. The Study concerned itself with matters that related to funding, equal opportunity for entry to apprenticeship by all groups, labour market efficiency, training effectiveness, and future direction. Some of the recommendations of this second study are of a long term nature, and may be implemented after consultations with all concerned parties.

FUTURE DIRECTION

Apprenticeship programs in Prince Edward Island, and in Canada, were growing by leaps and bounds in the late seventies, however, the economic slump of the early eighties reversed this trend resulting in dramatic reductions in the number of apprentices. A recovery is slowly occurring which will change apprenticeship as time passes.

Change in any program is a constant factor, the apprenticeship program is no exception. For example: new trades are added, established ones are expanded or subdivided and new training methods are introduced, for example, a move from the traditional method of training to the modular system. New procedures for carrying out the various aspects of the program and the expansion of the Interprovincial "Red Seal" part of the program are required. Some very significant changes may be on the horizon partly because of a shift of emphasis by the Federal Government in the areas of funding and client preference. This could lead to the reduction or elimination of Federal funds for the in-school component of apprenticeship training in some trades, which, in turn, would impact on the length of training, content, and numbers involved. The apprenticeship system may also be called upon to provide services in more and varied occupations and to members of target groups not now being served.

Factors such as rapid advances in technology, high levels of unemployment in some occupations, fluctuations in economic growth in the different regions of the country and the increase in specialization in the work place will also lead to more rapid change in the apprenticeship training program than has been experienced in the past.

APPRENTICESHIP IN THE FUTURE WILL BE INFLUENCED BY THE FOLLOWING

1. COMPUTERIZATION OF RECORDS

The Branch is in the process of computerizing apprentice files and journeyman records. Once completed, it will decrease the daily work load in this area and provide up-to-date reports and statistics that will enhance the management of the program.

2. COMPUTERIZATION OF RED SEAL EXAMINATIONS

The Interprovincial Standards Program is constantly being pressed to expand its examination program into new occupations. With 24 trades and rapidly changing technology, the present manual system cannot keep up. A pilot project to computerize the Red Seal examination system has been completed and it is hoped that funding can be secured to move ahead with the preparation of computerized examination item banks. The computerized system will facilitate the generation of new and up-to-date Interprovincial examinations in existing Red Seal trades and allow the program to move into other occupations.

3. TECHNOLOGICAL CHANGE

All industries are experiencing rapid growth in new technology; consequently, workers must constantly up-date their knowledge and skills to be competitive and hold their jobs. New workers must have a good knowledge and skills base in order to obtain employment. They must have acceptable skills in Math, Science and Communication, and some basic training in Electronics and Computer operation. Therefore, apprenticeship training programs must be continually revised to keep pace.

The concept of *"life long learning"* applies to all apprentices. They can not stop learning after completion of their apprenticeship term, but must continue to seek out and master the new and ever-changing technology in their trades.

4. FINANCIAL RESTRAINT

Federal and Provincial Governments, firms and individual business persons are under severe pressure to make maximum use of scarce resources. As a result, fewer dollars are available for government and industry sponsored training programs. Industry is asking government to provide better trained workers and Government is asking industry to do more of its own training. This means that training programs like apprenticeship must be as efficient and effective as possible. In addition, all parties must share resources and work toward the common goal of providing industry with well trained workers.

5. DELIVERY OF TRAINING

In order to achieve the above goal of providing well trained workers within the funding levels available, innovative ways of delivering the training must be tested and implemented. Apprenticeship Training Branches across Canada are considering the following possibilities:

a) Front End Loading

Most, or all, of the technical training is provided before the apprentice begins work. Practical experience will then be obtained on the job site.

b) Alternate Periods of In-School and On-the-Job Training

One automobile manufacturer has suggested alternating eight weeks of in-school training and eight weeks of on-the-job training for a two year period.

c) Expanded Modular System

Apprentices would select only those modules required by the employer. This would lead to specialization at an early stage.

d) Home Study

The apprentice would complete the training at home while receiving short periods (one or two days per month) of in-school instructor contact.

e) Correspondence Courses

f) Day Release

The apprentice would attend in-school classes one day per week.

g) Evening Classes

h) Regional Training Centre

An example would be a Maritime/Atlantic Regional Training Centre to provide all apprenticeship training in a particular trade.

i) Company Training Facilities

All of the above options have advantages and disadvantages, and some may be feasible only in densely populated areas. In some situations a combination of one or more of the options and the traditional Block Release method may be the most effective way to deliver the training. It will be the responsibility of the concerned parties to seek the means to put an acceptable Apprenticeship Training Program in place for future apprentices and employers.

Industry will require well educated, well trained, and highly motivated men and women to construct buildings, service equipment and provide other necessary services required in the 1990's and beyond. In order to attract these persons to the apprenticeship program, a stepped up program of information dissemination, encouragement and counselling must be undertaken. Industry's survival depends on it.

CONCLUSION

After 25 years the Apprenticeship Program is alive and well on Prince Edward Island. It has experienced numerous changes to improve its effectiveness in this time span. If the Program is to provide the services required by industry over the next 25 years, many more changes will be required.

Tribute must be paid to those who persevered in establishing the Apprenticeship Program on Prince Edward Island, to those who carried on and built on the humble beginning, and to those who continue to support the program today.

Many thanks to all who assisted in the preparation of this booklet: to those individuals from the early days of apprenticeship who contributed valuable information, to the researchers and writers, and to those who edited, proofread, and typed the copy.

To those who have limited knowledge of the program and who wish to obtain more information, Staff of the Apprenticeship Branch will be pleased to assist you. The Branch is a part of the Prince Edward Island Department of Industry and is situated on the first floor of the Sullivan Building at 16 Fitzroy Street, Charlottetown. Mailing address is P.O. Box 2000, C1A 7N8, or you may call (902) 368-4460 or 436-9191 in Summerside.